

Select Board Meeting
Monday, July 13, 2020
Regular Meeting
Virtual Meeting Broadcast on Comcast Channel 22 Verizon Channel 45

I. Call to Order

Chairperson Laura Gregory called the meeting of the Andover Select Board to order at 7:05 P.M. via Web-X. Participating remotely from the Select Board: Alex Vispoli, Annie Gilbert, Dan Koh, Chris Huntress and Laura Gregory.

Others participating remotely: Town Manager Andrew Flanagan, Deputy Town Manager Michael Lindstrom, Assistant Town Manager Patrick Lawlor, Town Counsel Tom Urbelis, Town Clerk Austin Simko. The meeting was duly posted and cablecast live.

Tonight's meeting is completely virtual. Residents can call in at 311 or 978-623-8311 or email manager@andoverma.gov

II. Opening Ceremonies

A. Moment of Silence/Pledge of Allegiance

The meeting began with a Moment of Silence in memory of Kathy Hess a long-time resident of Andover who contributed to many committees and boards. The Moment of Silence was followed by a Salute to the Flag.

III. Communications Announcements Liaison Reports

Austin Simko reported that the response rate to the Federal Census for Andover is 76.2% which, although a high number, the ultimate goal is 80-95%. They will continue pushing forward connecting with residents to complete the census. www.20census.gov

Today, Governor Baker signed into law sweeping changes on elections that effects the fall election (September primary, November 3rd General Election) which creates three-ways for residents to vote: in person voting on Election Day, in-person voting during an early voting period Saturday August 22-Friday August 26th, and the third way is to vote by mail. Early voting by mail will start immediately. On Wednesday, July 14th The State is mailing an application to every resident so they can vote early by mail. Completed applications can be emailed to the Town Clerk's Office, mailed in, or dropped off at Town Offices.

Annie Gilbert reported that the West Elementary School Building Committee is hosting a public forum on Monday, July 20th at 7:00 P.M. The architects from SMMA will provide an overview of the cost, design of building, timeline of next steps, enrollment, size of building, etc. The forum will be available on Andovertv.org or on Comcast or Verizon public channels.

Alex Vispoli attended a meeting of the Economic Development Committee (EDC) last week. The EDC is preparing an update of the Master Plan and will be working on the branding assessment of Andover and opportunities to enhance the brand.

Laura Gregory received positive feedback on the outdoor dining feature for our local restaurants. She also said that the process for completing the 2020 census is very quick and simple. Residents who have a census code, but have not completed the census yet, should and those who do not have a code should go to the website for assistance.

IV. **Regular Business of the Board**

A. **Overview of Andover Collaborative Support Services (ACSS) Division**

Town Manager and Sobhan Namvar provided an overview of new division, Andover Collaborative Support Services, and an update on the upcoming Community Forum on Anti-Racism and Inclusion. The Board invites the public to send their thoughts to InclusiveAndover@andoverma.us

There has been much discussion on racism in the community and the response over the past six weeks which has led to a lot of eye-opening conversations. In order to effectively respond to a community's desire to have a discussion and actual change, there is a need to have a division with a specific charge of looking at anti-racism that will serve as a Launchpad. The Town Manager said they will have a mechanism in place that will be shaped by public input. The whole process is about listening, and in many aspects, this is the beginning of a much larger community discussion.

Sobhan Namvar was appointed as the Community Coordinator for the Town in October 2013 in response to the opioid addiction situation. Based on his professional training and educational background he was chosen to lead the Andover Collaborative Support Services Division. Two primary functions of the program are Wellness/Recovery and finally, Andover Diverse. One of the functions will be to establish a Commission to engage stakeholders across the community who will work hand in hand with him.

The division will be fully-funded through the FY-21 budget by pulling resources from other departments. There are no increases in FTE's, however, they will contract with some clinicians to provide wellness and recovery services. Overall, the cost to the average taxpayer is \$8.72 that funds both Wellness and Recovery and Andover Diverse.

As the Community Coordinator for the Town of Andover, Sobhan feels fortunate to be chosen to take on this position to create a community support service that will reflect wellness, diversity, inclusion to combat the stigma of racism, and echo social justice by supporting individuals and families to the appropriate level of care. They will create a drop-in-center, work with first responders, and have the difficult conversations which is a major part of this work. Andover has the highest number of police referrals for treatment in the Commonwealth (excluding Boston) and a significant increase in number of private health services.

Sobhan provided information on the many aspects of the division and how they will go about accomplishing their goals. Sobhan's presentation will be made available on the Town website. The Public Forum scheduled for July 29th will be followed by facilitated break-out session as a first step.

The members of the Board thanked Sobhan for his thoughtful presentation and look forward to moving forward to address the many issues on diversity, racism, social justice and provide support to the community. The work of this Division will continue indefinitely to communicate all different perspectives in town.

Chris Huntress asked that as we go forward with this new venture and if Sobhan does not have the resources he needs, that he come back to the Board to identify the needs to make the mission successful. Annie Gilbert is very optimistic that Sobhan will be successful in moving forward and with all of what he has outlined. Alex asked that they think about how does this type of thinking gets employed cross functionally and internalized across the organization. The Town Manager said that as Sobhan assumes this position he will be working across departments and the values shaped through this effort will be engrained through all departments moving forward. Laura Gregory intends to continue to involved in this in any way she can, it is a priority for her. She sees the role of this department as evolving.

The Town Manager shared email questions received from the community.

Retirement Board Interviews

The Board interviewed six of the eight candidates who applied for the Select Board's appointment to the Retirement Board: Thomas Hartwell, Aiden Forde, Richard Howe, Jagat Parekh, Stephen Schardin, and Joseph Scholtz. Stanley Cooper did not interview, and Brian Masterson withdrew. The Chair thanked all of the candidates who stepped up to apply for this opportunity. Each of the candidates had 10 minutes to respond to the following questions by the Board: Briefly tell us about yourself and what interests you in serving on the Retirement Board. What do you know about the Board, and what experience or background do you have that would be helpful to the Retirement Board.

Thomas Hartwell: Tom has been involved public accounting and in pensions for most of his professional career and trained in reading actuary reports. He has been trying to address the problems with our pension plan which is one of the worst in the state. He has been on the Retirement Board for the past 6 years working hundreds of hours to improve the plan, offering a number of recommendations for reform. The rate that we use helps to determine the discount rate we get. The Town has done the right thing by setting the discount rate at 6.25% which he has recommended to the Retirement Board to set.

Aidan Forde: Aiden moved to Andover a few years ago, and interested in giving back to the community where his kids will grow up. This opportunity aligns perfectly with his background in public retirement systems. As a new member of the community, he has been reviewing reports but would love to learn more about to see if there are ways he could contribute. His experience in investment management business, relationships with institutional type investors and consultants would be a benefit he brings to this position. He has worked with different pension systems at the state and local levels across the country and recognizes many of the challenges public systems face today. Has broad knowledge of many of the challenges pension systems are faced with today.

Richard Howe: Served 6 years on the Andover Finance Committee (FC), and has worked with municipal systems and state pension and knows how the system works. As a member of the FC he drafted a report and submitted it to the Selectmen and FC in 2007. Andover had been receiving a 9.7% return as compared to the PRITT Fund of 11%. Lowering the discount rate is a sound one. He knows that there is increasing concern with the OPEB deficient prompting our need to fund our plan as quickly as possible to maintain and hopefully reduce the number of years until we are fully funded. He has had concerns about the actions of the Retirement Board over the past 3 years. It is not as dire as portrayed, the PRITT fund is a strong alternative and we have expert consultants who can provide information. He has been disappointed in Andover's failure to fund over 3%. The critical role of the Retirement Board is to maintain the Town's financial base and to address the concerns, moving as quickly as possible to be fully-funded.

Jagat Parekh: Jagat has been a resident of Andover for the past 5 years, he is a software engineer and manages a synopsis business. He has reviewed reports of the Retirement Board and is concerned with the losses over the past few years while there has been a strong return in the stock market. He has a background of financial and management. manages multi-million dollars in assets, and can contribute with a fresh set of eyes.

Stephen Schardin: Steve is a 35-year resident who now has the time to participate in the Andover Community. His 30-years in financial positions in investment firms working with 300 of the largest funding managers, and a president and CEO managing large developments. The Retirement Board has problems with unfunded pension requirements. He could bring creative ideas to the table to make up some of the unfunded liabilities, he understands asset allocation, risk, and is not sure how Andover will make up the unfunded liability on this path they are on.

Joseph Stoltz: As a resident of Andover for over 40 years, he and his wife have both been involved in the Andover Community. Now that he is retired, he has more time to offer to the community and could provide a different perspective and understanding. As a federal retiree, he believes in retirement programs and that we have a fiduciary responsibility on behalf of the citizens. We are missing out on the rate of return to pay off the funding balance. He has reviewed some of the reports and thinks the assumption with the economy will be very difficult to get the rate of return expected. The rate of the fund are all mid-caps. He has a lot of financial, economic and management level background at the federal level with a PhD in Economic Growth & Development and a Masters in HR Development.

At the conclusion of the interviews, the Board discussed the qualities of the six candidates for the open position on the Retirement Board that the Select Board chooses.

Alex Vispoli: Mr. Hartwell stands out because of his background and the way he has handled himself for the past several years that he has been on the Board. Annie Gilbert: There are two members of the Retirement Board elected by retirees and two municipal appointees' side (includes Select Board), the 5th member is chosen by the other four members. We need to continue the discussion on funding our obligation and the % of tax

dollars that go towards the contribution to our pension obligation, and appoint someone who has professional expertise and experience, therefore she also supports Tom Hartwell.

Dan Koh: Appreciates the perspectives shown today by the candidates which is a testament that many of the town residents are willing to step up. Important that we keep the human element, and this is beyond just pure numbers. There are many ways to close the pension liability gap, but we need to acknowledge the ramifications to retirees. He heard a lot of conversation about numbers, he did not hear a lot of conversation about people, and people need to retire with dignity. All of the candidates we heard from could do a great job, but he hopes that whoever is chosen, we keep in mind that the pension system exists to help people in their retirement. Chris Huntress: It is encouraging to see this type of interest from our residents and he appreciates all the work Tom Hartwell has done over the years in this position and the creative ideas he has offered. He would support reappointing Tom Hartwell for the position; he has served over the past 6 years. Laura Gregory: One of the issues that is going to be first and foremost is looking at reforms available to new hires in the system. That decision is not one based entirely on financial analysis. The RB has a professional manager and she has a concern that when you have a member of the Board competing with a professional manager. Town Employees do not get social security and this pension is not in an addition to Security, but in place of. Municipal finance is a very different beast and there have been suggestions in the past to take steps that are contrary to law in the municipal finance area.

Alex Vispoli moved that Tom Hartwell be appointed as the Select Board's appointee to the Andover Retirement Board. Annie Gilbert seconded the motion. Roll call: A. Gilbert-Y, A. Vispoli-Y, C. Huntress-Y, D. Koh-Y, L. Gregory-Y. Motion passes: 5-0.

B. COVID-19 Update

The Town Manager reported on the process begun to re-open public facilities in accordance with the Governor's directives. Andrew thanked Kathryn Forina and Patrick Lawlor who have been invaluable in ensuring minimal point of contact for residents coming to Town Hall.

Mike Lindstrom, who has been leading the overall implementation of the back to work plan with the Task Force, said they executed a series of activities, programs, and services coordinated with town departments and school administration. They are beginning the 2nd week of the Summer Program at South School and WMS with over 40 students attending. Pomp's Pond is open in a decreased capacity and is being heavily utilized. On Monday, they have 8 participants in the Adult Day Program at Dundee Park attending part-time. School and public playgrounds and fields are open and utilized within the guidelines set by the Governor. Each user group files safety plans with Andrea Zaines. Currently, Town Offices are working at 50% of capacity and the other work 50% at home. They have implemented an online screening tool for employees to take before coming into the workplace. They are working with the School Dept. to implement this screening tool for school staff coming in the fall. They are working with the Customer Service Center and bringing staff outside to meet residents who do not want to enter the building. Town Staff

will be increased in early August and within the Governor's guidelines. We are very proud of all the departments for their collaboration.

C. August Operating Budget

The Town Manager reported that because we did not have an Annual Town Meeting by July 30th we are required to submit a month-to-month budget not more than 1/12 of last year's budget. The August budget number has been reviewed with the School Superintendent and School COO who determined that the budget number is sufficient. Costs due to the COVID are being charged off to the COVID account and reconciled at a future date. Finance Director Donna Walsh reported on July's budget number of \$17M and the August Budget of \$30,056,287 which includes \$13M for the August 3rd pension assessment as well as \$82,000 for Andover Cable TV.

Chris Huntress moved that the Select Board to approve the 1/12 budget for August 2020 as presented and to authorize that the Finance Department to submit the 1/12 budget for to the Department of Revenue for approval. Alex Vispoli seconded the motion. Roll call: A. Gilbert-Y, D. Koh-Y, C. Huntress-Y, A. Vispoli-Y, L. Gregory-Y. Motion passes 5-0.

D. Town Manager and Select Board Goals Update

The Town Manager provided an update on the Town Manager / Select Board strategic goals and thanked all of the senior management for their work over the past six-months. The Budget Revenue Task Force met and did a great job at looking at revenue recommendations.

Goals included:

Long Range Financial Planning, Citizen Response Management and Engagement, Capital Improvements, Downtown Andover and Historic Mill District, River and Open Space Access, Energy and Sustainability,

1. Develop a revenue recommendation for the FY2021 Operating Budget; 2. Develop a budget so that the annual increase in the average tax bill does not exceed that of the ten tax and to provide a public process; the biggest driver of the budget was pension funding. Andrew recommends having the task force attend a meeting in the fall.

First employee contribution towards employee deficit in Andover. New employees contribute 1% of their wages to unfunded liabilities (ULO).

Citizen Response Management & Engagement: activated 311 call in, staffed and used by residents. Gathering follow-up on concerns by residents.

Make appropriate recommendations through CIP. Fall CIP includes improvements for improvements for Town Hall Offices.

Establish efficiencies through collective bargaining with all administrative positions in the town with shared job descriptions so employees can work across departmental lines. COVID has forced us to do that a little bit, but we have learned there are a lot of efficiencies

to be gained using this approach and it is great to see employees working hand in hand in different departments.

Development of a Performance Management System by Fall 2020.

Development and disseminate Citizen Survey: Completed with a good response, results have been partially presented to Town Government Study Committee.

Capital Projects:

Maintenance Facility has served as a central command station during winter storms.

Construction & renovation of Senior Center: The project is on schedule and expected to finish on time. Ballardvale Fire Station is on schedule and on budget.

Develop Plan for Implementation of Town Office space, customer service area and user experience improvements. Audi

Begin to implement Gas Disaster Recovery Plan. Sidewalks and pavement improvements are all underway, however the Downtown area will be delayed. Plans for new sidewalk installations using \$950 in free cash is on hold for approval at Town Meeting.

Historic Mill District: Hardscape improvement project is at 7% design and topography areas are being addressed by Engineering and Planning. Green areas, including rain gardens and tree canopies, are being researched.

Disposition of the Old Town Yard: This has been a long process with dozens of meetings. They are ready to move forward with an RFP for redevelopment of the area for voter approval at Town Meeting.

River and Open Space Access: Developed a budget and completed a design. Significant part of the process will be permitting and will take several months.

Energy & Sustainability: Sustainability Coordinator Joyce Losick-Yang has done a phenomenal job leading state-wide discussion on what municipalities should be doing on this front and has become a leader in the field. Climate action plan will require additional resources and funding has been included in FY-21 budget.

Community Aggregate Option: Community Aggregation Broker has been selected and Mike Lindstrom facilitated the process and has continued to hold remote public forums and are on pace to seek approval at Town Meeting in September.

Explore opportunities: to invest in Climate Resiliency Awareness

There are applications ending with the state and they are hopeful they will get funding in one of the projects put forward.

Develop Scope/Plan for Street Tree Program; Mike Lindstrom wrote a grant and was awarded 30K grant for the Street Tree Program and an RFP with work beginning in August with additional fund pending approval at Town Meeting.

List of opportunities and accomplishments during 2019-2020

Successful management response to EEE Summer of 2019.

Successful response to COVID-19.

Acceleration of water main replacement program has been hugely successful.

Continued process improvements and administrative efficiencies.

Negotiated an accrued leave/vacation balances reduction with Town' unions for a reduction of 53 weeks of accrued paid time off given back to the Town.

Continued response to national and local incidents related to racism; development of town division dedicated to diversity and inclusion.

Implemented outdoor dining and expedited permitting and licensing during Phase 2 of the Governor's Re-Opening Plan.

Resolved disconnect between highest level of goal setting to the workers on the frontline.

Created strategic framework with all employees involved in the goal setting process.

Andrew very much appreciated the efforts of Chris Cronin and his team in keeping the downtown area looking great this summer, painting of lamp posts, hanging flower baskets.

Board members thanked the Town Manager for the great job he and his team have done this year to meet the goals while facing several crises.

V. Consent Agenda

A. Appointments by the Select Board

Annie Gilbert moved to approve the appointment and reappointment of Election Officers as printed in the consent agenda and as recommended by the Town Clerk, and further approve that the Town Clerk may from time to time appoint from among the Election Officers such Wardens, Deputy Wardens, Clerks, Deputy Clerks, Inspectors, Deputy Inspectors, and Tellers to the various precincts as he deems appropriate, effective July 15, 2020. The motion was seconded by Dan Koh. Roll call: A. Gilbert-Y, C. Huntress-Y, D. Koh-Y, A. Vispoli-Y, L. Gregory-Y. Motion passes 5-0.

Department	Name	Position	Rate/Term	Date of Hire
Town Clerk	Mary Jane Bausemer	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Champa Bilwakesh	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Jeanne P. Delisio	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Jack Hall	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Vecenza Johnson	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Ellen T. Marcus	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	James J. Redmond	Clerk	\$10.25/hr	7/1/2020
Town Clerk	Judith T. Reghitto	Warden	\$11.25/hr	7/1/2020
Town Clerk	Maryann Sadagopan	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Kathleen M. Salvi	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Susan A. Schwarz	Inspector	\$9.25/hr	7/1/2020

Town Clerk	Marilyn P. Wicker	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Lora Bates (Williams)	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Patricia Boutin-Skene	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Gail A. Demaso	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Rhonda Fisher	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Norma A. Gammon	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Ann Grecoe	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Lois Kelly	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Gerda Mosca	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Walter W. Salvi	Warden	\$11.25/hr	7/1/2020
Town Clerk	James Sellers	Clerk	\$10.25/hr	7/1/2020
Town Clerk	Patricia Simpson	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Margaret Tenczar	Inspector	\$9.25/hr	7/1/2020
Town Clerk	George Thomson	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Kevin Twohig	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Nancy Vogel	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Myrna Zetlan	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Rita T. Arsenault	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Delores J. Cleland	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Denise S. Doherty	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	John Doherty	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Kathleen Dolan	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Joan M. Lemieux	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Mary Mcgettrick	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Nancy Mitchell	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Calvin G. Perry	Warden	\$11.25/hr	7/1/2020
Town Clerk	Peter H. Schwind	Clerk	\$10.25/hr	7/1/2020
Town Clerk	H. Francis Rittershaus	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Suzanne Soo Hoo	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Mary Kate Allard	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Constantine Basilakis	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Nancy Buckley	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Cynthia Campbell	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Christine Curran	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Eleanor A. Everett	Warden	\$11.25/hr	7/1/2020
Town Clerk	Alice E. Friedenson	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Robert Friedenson	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	John Gardner	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Carol Hopkinson	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Susan Hunter	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	MaryRuth Luther	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Kenneth Ozoonian	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Julie E. Pike	Clerk	\$10.25/hr	7/1/2020
Town Clerk	William Profenna	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Nancy Simili	Pollworker	\$9.25/hr	7/1/2020

Town Clerk	Susan Wartman	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Mary D. Barry	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	David Cleary	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Suanne C. Dillman	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Maureen A. Finneran	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Wendy Cassidy-Grobick	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Charles H. Heseltine	Warden	\$11.25/hr	7/1/2020
Town Clerk	Geraldine Jacobson	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Phyllis A. Jardine	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Shirley E. Kountze	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Lynn M.R. Landry	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Joanne Lepine	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Genee Morrissey	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Shiva Sheel	Clerk	\$10.25/hr	7/1/2020
Town Clerk	David C. Tomlinson	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Judith F. Birtles	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Cynthia Cohen	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Dianne E. DeLucia	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	James Demaso	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Alexandra Driscoll	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Abigail Harris	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Christine Hayward	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Nancy Mulvey	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Joy Sapienza	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Gisella Spreizer	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Cynthia Stoltz	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Robert E. Willard	Warden	\$11.25/hr	7/1/2020
Town Clerk	Marian C. Bicking	Warden	\$9.25/hr	7/1/2020
Town Clerk	Robert Decelle	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Patricia Donohue	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Nancy Earnley	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Marilyn Fulginiti	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Denise Gentile	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Yvette Goulet	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Jennifer Hickman	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Paul Hickman	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Dorothy Hollenbeck	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Elizabeth A. Kochakian	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Sharon Magnuson	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Sandra Minkkinen	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Dorothy S. Morrissey	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Judith Norton	Clerk	\$10.25/hr	7/1/2020
Town Clerk	Jeanne S. Paskowsky	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Gail Ralston	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Evelyn A. Retelle	Pollworker	\$9.25/hr	7/1/2020

Town Clerk	Ivy Rabinowitz	Warden	\$11.25/hr	7/1/2020
Town Clerk	Charlotte Taylor	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Helen Waldruff	Inspector	\$9.25/hr	7/1/2020
Town Clerk	David W. Brown	Warden	\$11.25/hr	7/1/2020
Town Clerk	Donna Cooper	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Donnabeth Dooley	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	George Fulgniti	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Suzanne Hornick	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Judith Lugas	Clerk	\$10.25/hr	7/1/2020
Town Clerk	Remi Machet	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Deborah K. Moskal	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Marcia S. O'Donnell	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Howard Rabinowitz	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Catherine A. Robie	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Linda Salzman	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Delia Strobel	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Gloria Wager	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Howard Zetlan	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Justine Croteau	Deputy Clerk	\$9.25/hr	7/1/2020
Town Clerk	Sandra DiVincenzo	Deputy Warden	\$9.25/hr	7/1/2020
Town Clerk	Luan M. Giannone	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Jane Gifun	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Joseph Gifun	Inspector	\$9.25/hr	7/1/2020
Town Clerk	Phyllis E. Herskovits	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	George Kakrides	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Pamela Mitchell	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Paul Ordman	Warden	\$11.25/hr	7/1/2020
Town Clerk	Carolyn Page	Deputy Inspector	\$9.25/hr	7/1/2020
Town Clerk	Mildred M. Raymond	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Lisa Reid	Clerk	\$10.25/hr	7/1/2020
Town Clerk	Ruth N. Shapiro	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Randall L. Hanson	Pollworker	\$11.25/hr	7/1/2020
Town Clerk	Maurice Y. LaBarre, Jr.	Pollworker	\$11.25/hr	7/1/2020
Town Clerk	Alice Pincus	Pollworker	\$11.25/hr	7/1/2020
Town Clerk	Anthony Sofia	Pollworker	\$11.25/hr	7/1/2020
Town Clerk	Ken Veznaian	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Audrey Byerley	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Scott Dianis	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	MaryAnn DiNatale	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Micheline Pelletier	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Iris Roskell	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Martha Mahoney	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Sandra Morrison	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Matthew Murphy	Pollworker	\$9.25/hr	7/1/2020
Town Clerk	Sanders Whitman	Pollworker	\$9.25/hr	7/1/2020

B. Appointments by the Town Manager

Dan Koh moved that the Board vote to approve the following appointments by the Town Manager. Annie Gilbert seconded the motion. Roll call: D. Koh-Y, C. Huntress-Y, A. Gilbert-Y, A. Vispoli-Y, L. Gregory-Y. Motion passes 5-0.

Department	Name	Position	Rate/Term	Date of Hire
CD&P – Health Division	Amy Ewing (Joanne Belanger)	Assistant Director of Public Health	\$80,487.84/yr	7/20/2020
Community Services – Recreation	Gabriella Rickards	Lifeguard	\$13.50/hr	7/6/2020
Community Services – Youth Services	Abbie Ledoux	Counselor 2	\$12.00/hr	7/7/2020
Community Services – Youth Services	Yasser Maita	Counselor 2	\$12.00/hr	7/7/2020
Community Services – Youth Services	Jayronn Chevalier	Counselor 2	\$12.00/hr	7/7/2020
Community Services – Youth Services	Jack Summers	Counselor 2	\$12.00/hr	7/7/2020
Community Services – Youth Services	Daniel Ivanovich	Counselor 2	\$12.00/hr	7/7/2020
Spring Grove Cemetery Trustees	Kevin Connors	Member	Term Expires 6/30/2023	7/1/2020

VI. Approval of Minutes

Chris Huntress moved to approve the minutes of May 18, 2020, June 8, 2020, June 15, 2020 and June 22, 2020 as written. The motion was seconded by Dan Koh. Roll call: A. Gilbert-Y, A. Vispoli-Y, C. Huntress-Y, D. Koh-Y, L. Gregory-Y. Motion passes 5-0.

VII. Adjourn

At 10:08 P.M. Dan Koh moved to adjourn the meeting of July 13, 2020. Alex Vispoli seconded the motion. Roll call: A. Vispoli-Y, A. Gilbert-Y, D. Koh-Y, C. Huntress-Y, and L. Gregory-Y. Motion passes 5-0.

Respectfully submitted,

Dee DeLorenzo
Recording Secretary
Rev. 08/18/2020